

Department of Youth Services

Services provided by

Caritas Good Samaritan Occupational Health Services

Defining the Pre-Employment Components

1) Psychological Screening

The psychological screening is administered to see if candidates are able to perform the job duties with minimal risk to themselves, DYS clients, staff and the general public. This means that candidates must be free of mental illness, serious emotional disturbances or nervous disorders.

The candidate will take a written exam (paper and pencil) psychological test on the day of their physical examination. The exam will consist of true/false questions and will take approximately 2.5 to 3 hours long. The test is not timed and candidates can work at their own speed.

Candidates will also be scheduled for an interview with a psychologist. This will take place after the test, and may be on a Saturday. The interview will take anywhere from ½ hour to 1 hour. Candidates will be offered different times for their interview with the psychologist.

Please note, this information is confidential and Caritas Good Samaritan Occupational Health Services will only provide to DYS whether the candidate “passed” or “failed” in this area of the screening.

2) Drug Testing

Caritas Good Samaritan Occupational Health Services (CGSOHS) will also be conducting a drug and alcohol-screening test. The methods used are a urine sample and a small sample of hair.

The only preparation for this testing is the candidate’s ability to provide urine sample, and a small sample of hair preferably from the crown of their head. The entire procedure can most often be completed in 15-20 minutes.

At the time of registration at the clinic, the candidate will be asked for a picture ID and to sign a consent for the procedures which allows CGSOHS to perform the testing and release the results to the Human Resources Unit at DYS. Prior to their release all results will be thoroughly reviewed by the certified medical review officer at the clinic.

3) Medical Examination

The exam is designed to ensure that candidates have no disqualifying conditions and have the physical attributes that will permit performance of the essential functions of their jobs. Example: hearing, seeing, blood pressure, etc.

4) Physical Fitness Standards

The Physical Fitness Standards are tests of physical abilities that are demonstrably related to an occupation. These tests are designed to ensure that candidates have the physical abilities required to perform the essential functions of their jobs.